



The Michigan Sheriffs' Association (MSA)

It is...

It does..

It stands for...

Presented by:

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BACKGROUND

Established in 1877, the MSA is Michigan's oldest law enforcement organization.

The MSA serves as a voice for the collective interests of Michigan's 83 elected sheriffs.

Its stated purpose is to serve the citizenry of our great state by placing an emphasis on public safety and working towards the attainment and maintenance of the following goals:

1. Preserve and enhance the role of Sheriff as the chief law enforcement officer in its county.
2. Institute training and education programs in response to concerns, trends and developments in law enforcement.
3. Support effective law enforcement efforts geared towards traffic safety.
4. Provide a means of support for the well being of victims of crime.
5. Assist in addressing and resolving its members' concerns regarding correctional facilities.
6. Maintain a leadership role in the enactment of legislation that serves to support Michigan's sheriffs and provides public safety to its citizens.



Sheriff's Offices

Michigan has 83 Elected Sheriffs
One for each of County in Michigan



4,439

of positions being staffed by corrections officers that have been certified by the Michigan Sheriffs Coordinating and Training Council (MSCTC).

10,000+

Number of Personnel, including
Police
Corrections
Dispatch
Civilians



4,495

of police officers that have been licensed by the Michigan Commission on Law Enforcement Standards MCOLES



Professionalism Through Training

The MSA seeks to improve enhance the knowledge, skills, and abilities of its membership through professional development conferences and specialized training sessions.

- New Sheriffs' Leadership Institute
- New Undersheriffs' School
- New Jail Administrators' School
- Victims' Advocate School
- Michigan Sheriffs Special Investigative Operations Network (MISSION) School
- Yearly Summer Professional Development Conferences
- Yearly Fall Professional Development Conferences
- Marine Safety Training



Professionalism Through Training

Sampling of Classes at the New Sheriffs' School:

- The Office of Sheriff
- Selecting and Developing Your Management Team
- Victim Services
- Stopped Program
- SMMART and Line of Duty Death
- Discipline and Discharge
- Peer Support and Critical Incident Stress Management
- The Role of Working with Elected Officials
- Crisis Intervention Teams (CIT)
- The Role of Your Undersheriff
- PAAM
- Working with Attorney General Investigations
- Conducting an Audit of Your Organization
- Modifying Inmate Behavior
- Jail Alternative Programs
- Mental Health
- Labor Law
- Civil Process and the Role of the Sheriff
- Inmate Transport
- Michigan Commission on Law Enforcement Standards (MCOLES)
- Mass Violence Response
- Secondary Road Patrol
- Preparing a Budget
- Contracting for Service
- Mutual Aid
- Marine Patrol
- Off Road Vehicle
- Media Relations
- Social Media Issues
- Michigan State Police
- Dealing with Pandemics in Jails
- Dealing with Riots
- Michigan Sheriffs Coordinating and Training Council (MSCTC)
- Administrative Responses to Inmate Deaths
- Freedom of Information Act (FOIA)
- Campaign Finance
- Michigan Department of Corrections
- Dealing with Unique Inmate Populations
- Current Liability Issues
- Autism Awareness
- Michigan Law Enforcement Accreditation Commission (MLEAC) Accreditation
- Patrol Officers Response to Stress in this Cultural Moment



Professionalism Through Training

Sampling of Classes at the New Undersheriffs/Jail Administrators' School:

- The role of the Undersheriff
- The role of the Jail Administrator (JA)
- Lawsuits and Working with Corporation Counsel
- Crisis Intervention Teams (CIT)
- Hiring and Promoting
- SMAART and Line of Duty Death
- Michigan Sheriffs Special Investigative Operations Network (MISSION)
- Liability Issues
- Michigan Commission on Law Enforcement Standards (MCOLES)
- Michigan Sheriffs Coordinating and Training Council (MSCTC)
- Inmate Behavior Management
- Values and Ethics
- Discipline and Discharge – Labor Law
- Peer Support and Critical Incident Stress Management
- Budgeting
- Leadership Development
- Prison Rape Elimination Act (PREA)
- Religious Access to Inmates
- First Amendment Issues Involving Inmate Phone Use, Visits, Mail, and Access to Media
- Inmate Access to Clergy
- Inmate Medical Care
- Inmate Conditions of Confinement
- Duty to Care for Inmates



Professionalism Through Training

Sampling of Classes at the Victims Advocate School:

- Death Notifications
- Grief and Loss
- Domestic Violence Response Issues
- Debrief and Stress Management
- Cultural Differences
- Native American/Tribal Information
- Listening Skills and the Role of Awareness
- Making Notifications to the Funeral Home
- Autism Awareness



Professionalism Through Training

Michigan Sheriffs' Special Investigation Operations Network (MISSION):

The MSA sponsors MISSION training for the purpose of maintaining a trained cadre of investigators from Sheriff's Offices throughout the state.

- Sheriffs use their discretion to select Deputies and Corrections officers to attend three days of MISSION training.
- Upon completion of the training, these personnel will have the knowledge and ability to conduct criminal and administrative investigations for Sheriffs that are seeking outside personnel to investigate allegations of wrongdoing by a member of their staff.
- This initial school is often supplemented by an advanced training regarding criminal law, employment law, and interview and interrogation.
- MISSION Investigators are typically assigned to provide investigations for a Sheriff's Office in a non-contiguous county.



Professionalism Through Training

DUTY TO INTERVENE TRAINING

MSA has partnered with the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) to bring a Department of Justice Funded Training Program to Michigan.

The CRI-TAC is funded by the US Department of Justice and administered by the IACP.

The COPS Office program is titled: **Take Action: Make the R.I.G.H.T. Choice and Intervene**

The purpose of the training is to instill a culture that empowers our officers to prevent their colleagues from being:

- physically injured,
- engaging in misconduct,
- or committing policy and procedural mistakes that can have long-lasting consequences.

The training provides the means to ensure Constitutional Policing, the protection of rights, and interventions designed to prevent the loss of public trust.



FBI USE OF FORCE DATA REPORTING

This national project results in the voluntary submission of data associated with any use of force that results in:

1. The death of a person due to law enforcement use of force.
2. The serious bodily injury of a person due to law enforcement use of force.
3. The discharge of a firearm by law enforcement at or in the direction of a person not otherwise resulting in death or serious bodily injury.

In 2022, **379** out of **590** agencies in Michigan participated and provided use-of-force data. The officers employed by these agencies represent **90%** of sworn law enforcement officers in the state. [CDE \(cjis.gov\)](https://cjis.gov)

NOTE: 100% of Michigan's Sheriff's Offices are enrolled in this program.



US Department of Justice (DOJ) USE OF FORCE CERTIFICATION

100% of Michigan's 83 Sheriffs' Offices are US DOJ Use of Force Certified

In 2022, President Biden issued an Executive Order on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety.

The President's Order requires agencies to meet two standards in order to be successfully credentialed and eligible to receive federal grant funding:

1. The agency's use of force policies prohibit chokeholds, except in situations where the use of deadly force is allowed by law; and
2. The agency's use of force policies adhere to all applicable federal, state, and local laws.

Most Sheriff's Offices have voluntarily established policies concerning the duty to intervene and a prohibition on "No Knock Search Warrants." NOTE: Current Michigan law does not authorize No Knock Warrants.



Voluntary Law Enforcement Accreditation

Michigan Law Enforcement Accreditation Commission (MLEAC)

- The Michigan Sheriffs' Association and the Michigan Association of Chiefs of Police pursued the development and establishment of a voluntary statewide law enforcement accreditation program.
- This resulted in the formation of the Michigan Law Enforcement Accreditation Commission (MLEAC). The MLEAC consists of commissioners from law enforcement and other professions appointed by the MACP, the MSA and the Commission itself.
- Accreditation is a progressive and time-proven way of helping law enforcement agencies calculate and improve their overall performances. The foundation of Accreditation lies in the voluntary adoption of and compliance to 115 mandatory standards.
- These 115 standards are associated with a wide array of subject matter ranging, including: Employee Assistance, Use of Force, National Use of Force Data Collection, Investigation Management, Complaint Intake and Management, and Guidelines for Personal Conduct.
- 53 LE agencies are currently accredited, and 68 LE agencies, including the Office of the Attorney General, are in the process of obtaining accreditation.



Sheriff and Municipal Memorial Assistance Response Team: SMMART

- In 2003, the Michigan Sheriffs' Association (MSA) recognized the need to assist agencies and the officers' families through the trauma of having to deal with the death of a police officer.
- In 2012 the Michigan Association of Chiefs of Police (MACP) joined the team.
- SMMART responds when officers are killed in the line of duty and when active-duty officers are killed or die suddenly while off-duty. There are different protocols for each type of funeral and the team stands ready to serve at any time.
- **In 2022 our nation experienced 231 line of duty deaths; 6 were Michigan officers.**

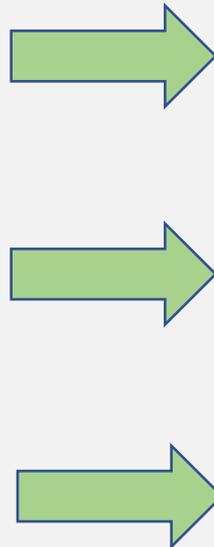




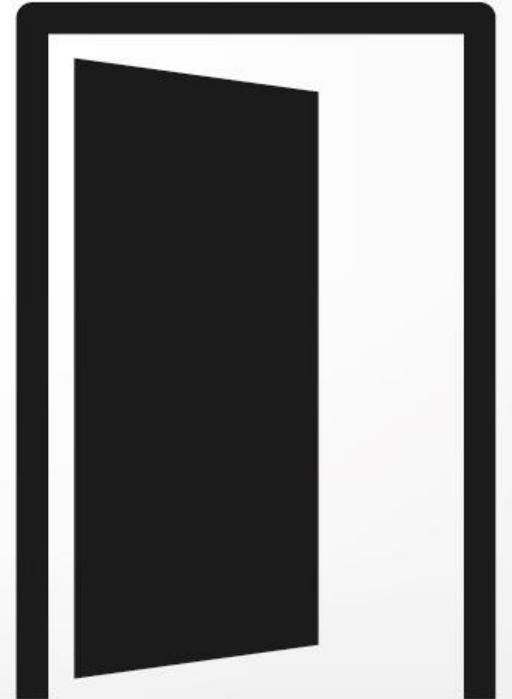
Recruiting and Retention

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TOP LEGISLATIVE PRIORITIES OF THE MSA

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Pensions: In order to provide county sheriffs with a means of countering the recruiting and retention problems they are facing, the MSA is seeking to eliminate the current 1,000hour/year limitation that is placed on a retired individual that is seeking to be reemployed by the sheriff's office from which he/she retired.

This would require an amendment to OR the abolishment of MCL46.12a.

By way of validation, the Municipal Employees Retirement System of Michigan (MERS), has just instituted a 5-year waiver on the 1,000-hour cap/year on its membership. Please see: [Rehire Retiree Guidelines - Waiver Extended through 2027](#).

[Rehire Retiree Guidelines - Waiver Extended through 2027 - MERS | Municipal Employees' Retirement System of Michigan \(mersofmich.com\)](https://www.mersofmich.com)



TOP LEGISLATIVE PRIORITIES OF THE MSA

Open Carry of Firearms – Allow local units of government to prohibit:

The MSA is seeking to amend MCL 123.1103 to enable local units of government, should they so choose, to ban the open carry of firearms, both pistols and rifles, in and around governmental building, including sheriff's offices and police departments.

A similar measure, SB352, was proposed last legislative session.

[Michigan Legislature - Senate Bill 0352 \(2021\)](#)

Would assist law enforcement in addressing incidents such as those that occurred at the Detroit Police Department's 6th Precinct and in the Dearborn Police Department.

[GRAPHIC VIDEO: Detroit police video of precinct shooting - Bing video](#) and <https://youtu.be/vVeBN5LizZY?t=82>

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TOP LEGISLATIVE PRIORITIES OF THE MSA

PA 312 Collective Bargaining Rights for Local Corrections Officers:

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The MSA is seeking to attain collective bargaining rights for its correctional officers.

This would put local corrections officers on the same footing as MCOLES licensed police officers that work for the same employer, many of whom are performing similar jobs inside of county jails.

This would require a legislative proposal similar to SB485 of last session.

[Michigan Legislature - Senate Bill 0485 \(2021\)](#)



TOP LEGISLATIVE PRIORITIES OF THE MSA

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Employee Retention: Cost Recovery/Tuition Reimbursement:

The MSA is seeking the enactment of a forgivable loan program that will be made available to employees that are paid by their employer so they may attend a police academy to become a licensed police officer.

This would provide for a pro-rated claw-back from employees that separate service with their original employer, such as the Detroit Police Department, to obtain employment with another police agency.

Cost recovery could be from the employee and/or their future employer.

Senator Santana Recently Sponsored SB0032 – 2023/2024 Session

[https://www.legislature.mi.gov/\(S\(k5wtpg5n0v0vbacfrie4q3ip\)\)/mileg.aspx?page=getobject&objectname=2023-SB-0032&query=on](https://www.legislature.mi.gov/(S(k5wtpg5n0v0vbacfrie4q3ip))/mileg.aspx?page=getobject&objectname=2023-SB-0032&query=on)

Similar proposals were advanced last session in SB375 and HB5130.

[Michigan Legislature - Senate Bill 0375 \(2021\)](#) [Michigan Legislature - House Bill 5130 \(2021\)](#)



TOP LEGISLATIVE PRIORITIES OF THE MSA

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Juvenile Transport: The MSA is seeking to allow the transportation of specific adult and juvenile offenders, that were co-defendants in the same criminal transaction, from the scene of an arrest to a police station/sheriff's office.

This would help to conserve police resources since it would not require two separate officers and vehicles to make the transports.

Sight and sound separation would be maintained once the individuals were at a secure facility.

A similar bill, HB 4877, was advanced last legislative session.

[Michigan Legislature - House Bill 4887 \(2021\)](#)



TOP LEGISLATIVE PRIORITIES OF THE MSA

Separation From Law Enforcement Service Reporting:

The MSA is seeking the enactment of legislation that would require:

- (1) sheriff's offices to report the reasons that a certified local corrections officer separated from employment, and
- (2) individuals seeking employment as a local corrections officer to sign a hold-harmless waiver and a consent form allowing their former employer to release their personnel file inclusive of the reasons the former employee separated service.

This would assist in preventing and unqualified individual from being hired at another agency.

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TOP LEGISLATIVE PRIORITIES OF THE MSA

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Enforcement of All-Terrain-Vehicle (ATV) Laws:

The MSA is seeking a legislative change to allow Non-MCOLES Licensed Police Officers to Enforce ATV laws.

Currently, Non-MCOLES licensed deputy sheriffs are statutorily empowered to enforce both marine and snowmobile laws.

HB 4021 was introduced this session. It is currently in the Judiciary Committee awaiting a hearing.

Last session, SB1003, was voted out of the Senate, but it did not advance during the final weeks of the session. [Michigan Legislature - Senate Bill 1003 \(2022\)](#)



TOP LEGISLATIVE PRIORITIES OF THE MSA

Cost Reimbursement from MDOC:

The MSA is seeking the enactment of legislation that would require Full Reimbursement for Delayed Inmate Acceptance by the Michigan Department of Corrections (MDOC).

During the Covid-19 Pandemic, the MDOC instituted internal rules that allowed them to temporarily refuse to abide by the order of a court assigning convicted and sentenced defendants to the custody of the MDOC. As a result, sheriff's offices were forced to temporarily prolong the detention of these inmates in the county jail.

This resulted in continued cost to the county and to an attendant risk management burden. The MDOC provided reimbursement at a rate that was well below the actual per diem cost being incurred by counties.

The MSA seeks legislation that would require the MDOC to reimburse sheriff's offices at the actual per diem rate.

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TOP LEGISLATIVE PRIORITIES OF THE MSA

Mental Health Practitioners Being Embedded in with Law Enforcement Personnel:

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The MSA is seeking funding to enable mental health practitioners to be able to respond with the police to incidents involving an individual that is experiencing a mental health crisis.

Working alone or with a partner trained mental health practitioners may be able to resolve situations without the presence of the police.

However, there are far too many incidents that could prove dangerous to a mental health practitioner if they were not accompanied by the police.

Combined teams create a safer approach.



THANK YOU FOR ALLOWING THE MSA TO SHARE ITS
PRIORITIES AND ISSUES OF CONCERN WITH YOU.

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ARE THERE ANY QUESTIONS?

